

C/NIC CARON

NIC #02026-84  
29 March 1984

MEMORANDUM FOR: Executive Director

FROM : Chairman, National Intelligence Council

SUBJECT : Career Opportunity

1. This is in reference to your memorandum of 15 March concerning steps to be taken for redressing the imbalance with respect to women in senior, specifically supergrade, positions. There are  substantive and administrative officers in the National Intelligence Council.  of these are women:

There are no women supergrades in the NIC.

2. "Doing something" to redress this lack of women in supergrade positions in the NIC is a two-fold problem. First, the NIC is a rotational service with essentially no career development path for any of its staff. Nearly all are on rotational assignments from other elements of CIA or the Intelligence Community. Thus, the opportunity to bring someone along and move them into a supergrade position is quite limited.

3. The second problem is that virtually all supergrade appointments within the National Intelligence Council are made personally by the Director or the DDCI; those they do not personally select, they must approve before appointment. A related problem for them is tied directly to the paucity of supergrade women throughout the Intelligence Community -- the pool of SIS-04 women with substantive responsibilities from which to draw for appointments to the NIC is exceptionally small. Moreover, it is my impression that women who have achieved a senior line management position in a substantive area would be reluctant to forego it for the perceived more limited responsibility of an NIO or assistant NIO.

4. In sum, I'm afraid that the best that the NIC can do is to insure that when openings occur at the supergrade level supergrade women within the Intelligence Community who are possible candidates are at least surfaced to the DCI or DDCI to allow for their consideration.

Robert M. Gates

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*per se*

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15 March 1984

Executive Registry

84 - 116612

MEMORANDUM FOR: Members, E Career Service Board  
Chief, Planning Staff  
Executive Secretary, O/DCI  
Administrative Officer, O/DCI

SUBJECT: Career Opportunity

1. The DDCI, in memoranda to me dated 15 December 1983 and 12 March 1984, and in his address to Agency female employees in the auditorium last week, deplored the small percentage of women in senior, specifically supergrade, positions. He has asked that I submit a plan to him by 1 April for redressing the imbalance.

2. Neither he nor I intend any change in qualitative criteria for promotion to supergrade, nor do we seek a solution through quotas. I have no omniscience to apply to this issue. I do have the responses to a request I made to the Deputies a short time ago, reflecting current statistics and, to some degree, recent steps taken to address the problem.

3. There has, in my judgment, been some progress. But there are other steps that can be taken. I would like each of you to pick the brains of your folks to identify both immediate and longer range actions that could be taken. We've spoken of the assignment process as the major opportunity for demonstrating ability; nominations for quota course training, rotation to other agencies or directorates, appointment to career development panels or career development officer positions (including career panel executive secretariat), as well as to substantive or managerial task forces are some options.

4. Please give me your thoughts by Wednesday, 28 March.

Executive Director

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